

### **Extended roles for SAS**

Adopting extending roles means developing your career to take on new / more senior roles which may not necessarily be carried out by all Doctors and Dentists. This page discusses wider roles which can be delivered by a SAS Doctor or Dentist which aren't direct clinical care, but instead draw on your skills and strengths to develop and support the wider NHS.

### **Why are Extended Roles important for SAS careers?**

SAS careers are senior roles and may be of variable duration and destination. Career goals can change over time and it is important for SAS to keep career paths interesting and versatile. Taking on fresh and valued responsibilities makes us better Doctors and Dentists and provides better service delivery to our patients.

This is acknowledged by BMA (Scotland), NHS Employers (Scotland) and Scottish Government in the [SAS Charter \(Scotland\) 2014](#)

***“SAS .. are leaders, managers, appraisers, and Clinical and Educational Supervisors. SAS .. must be fully recognised, respected and valued by their employers and colleagues for their diverse roles and their vital contribution to patient care and the wider NHS.”***

and by HEE, BMA, NHS Employers and Academy of Medical Royal Colleges [SAS Doctor Development Guide 2017](#)

***“The personal development needs of doctors are a vital part of sustaining good quality services to patients ..... Ensuring that SAS doctors receive effective development will benefit patient safety, employers, and .. the individual doctor.”***

### **What steps should you follow to adopt an Extended role?**

- Before taking on a new role, make sure you **discuss your aims with your appraiser so that it becomes part of your PDP (personal development plan)**. Some Consultant colleagues have reduced their hours in recent years for pensions reasons, so currently there may be greater opportunities to take on these extended roles. Some departments are very keen for SAS to be e.g. trained as Appraisers or take on teaching roles etc. Research the particular role you are interested in – ask others already in the role what is involved.
- **Discuss with your Clinical Lead / Clinical Director** to ensure that if you undertake any required training for the new role there will be an agreement that you should carry out this new role and you will have appropriate time allocated in your job plan to be able to do this work. If it is agreed that you should be trained and take on a new role, it will be included in your job plan and is therefore paid at your normal rate of pay. If you work part time, you might be able to increase your hours to take on a new role; if you work full time, can you take on an additional session, or would you / your CD consider reducing some direct clinical care sessions? Discussion is key!
- **Undertake required training for the role.** You can discuss your career development ideas with your local SAS Education Advisor who may be able to guide you as to who best to

approach about training for Extended roles. Whilst the SAS Development Programme Fund usually supports learning for clinical roles, we can also support you if you require funding to develop Extended roles where you have agreed these with your Clinical Lead. While sometimes this training can be accessed for free in the NHS, other roles may need formal training for which the SAS fund can help you. The SAS Training Calendar on this Website has a list of fully funded Courses which may be of interest. The SAS Fund can also support bespoke training for roles, if required.

### What extended roles are available for SAS?

Extended roles fall into two main groups- those which would be considered as SPA (Supporting Professional Activity) roles and those which would be considered External Duties

#### SPA roles

| Role                        | Examples  | Useful Links  |
|-----------------------------|---|---|
| Teaching / University Roles | <p>Educational/ Clinical Supervisor</p> <p>Clinical Skills Tutor</p> <p>PBL Facilitator</p> <p>Vocational Skills Tutor</p> <p>Examiner</p> <p>Medical School Interviewer</p> <p>SSC Supervisor</p> <p>Associate Postgraduate Dean</p> | <p>Contact your local University Medical school e.g.:</p> <p><a href="#">University of Glasgow</a></p> <p><a href="#">University of Edinburgh</a></p> <p><a href="#">University of Dundee</a></p> <p><a href="#">University of St Andrews</a></p> <p><a href="#">University of Aberdeen</a></p> <p>Some Universities will confer Honorary Status to those who undertake Teaching - ask individual Medical Schools.</p> <p><a href="#">University of Glasgow – Honorary Status Appointment Information</a></p> <p><a href="#">University of Edinburgh</a></p>  |
| Training - Medical          | <p>Educational Supervisor</p> <p>Clinical Supervisor</p>  | <p><b><i>BMA SAS Doctors Development Guide 2017: “The GMC’s guidance is clear that the educational supervisor has to be an appropriately trained doctor ...but they do not need to be on the specialist register to fulfil this role. There are already many SAS doctors successfully working in these roles.”</i></b></p> <p><b>The Committee of Medical Educators (COPMED) has agreed this statement which awaits further guidance from the Academy of Medical Royal Colleges (AoMRC)</b></p> <p><i>“COPMeD supports appropriately trained and experienced SAS doctors being selected to undertake Clinical and</i></p> |

*Educational Supervisory roles for trainee doctors. To achieve these roles, they should have successfully completed appropriate training and demonstrated the necessary capabilities including a detailed understanding of the curriculum the trainee to be supervised is following. This would enable them to be recorded as a 'recognised trainer' which would be equivalent to a consultant supervisor. Statutory Education Bodies have the responsibility for defining the training required and how SAS doctors can demonstrate they possess the capabilities to undertake these roles."*

**Usually most appropriate for SAS to supervise FY and Core Trainees**

See [Scottish Trainers Framework website](#) for advice and criteria.

**Mandatory training elements required by the GMC to meet their standards for trainers:**

- Equality & Diversity (E&D) training
- An induction module such as:
  - [\\*FDA Introductory workshop for clinical or educational supervisors](#) (Funded by NES SAS Development Programme)
  - [Clinical Educators Programme](#) - Lothian, Borders, Fife (free for SAS in these boards)
  - Other equivalent (e.g. provided by Royal College) agreed with your Educational Organiser

**Generic Teaching Skill Requirements - demonstrated at Appraisal. Postgraduate and Undergraduate teaching activities are relevant**

**Trainer Contacts**

**In your Health Board: Director of Medical Education (DME) – ask your SAS Education Advisor for their details**

**In NHS Education for Scotland: [Education Organiser](#) is Dr Suzanne Nabavian**

- Tel: 01382 496344 | [RoTQM@nes.scot.nhs.uk](mailto:RoTQM@nes.scot.nhs.uk)

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| <p><b>Appraisal</b></p>                  | <p><b>Appraiser</b></p>   | <p>The Medical Appraisal Scheme in Scotland offers doctors formative, systematic and regular review with a peer and supports doctors in preparing for revalidation.</p> <p>SAS Doctors are encouraged to consider becoming Appraisers. Discuss with your Clinical Lead before undertaking the training; the role requires 0.5 SPA in your job plan with the expectation of 10 appraisals per year.</p> <p>Requires attendance at a 2 day NES training course.<br/> <a href="#">Apply on the SOAR website</a></p>  |
| <p><b>Management/<br/>Leadership</b></p> | <p><b>Clinical Development roles</b></p> <p><b>Patient Safety roles</b></p> <p><b>Clinical Lead</b></p> <p><b>Sub-specialty Lead</b></p> <p><b>Rota Manager</b></p> <p><b>Department Quality improvement lead</b></p> | <p>SAS Charter 2014 – Scotland</p> <p><i>“SAS doctors should be given the opportunity to apply for roles in medical management as appropriate to their knowledge, experience and expertise. “</i></p> <p>Management/ Leadership Courses fully funded by SAS Development Programme are listed on the <a href="#">SAS Training Calendar</a></p> <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>• Leadership and Management Course (LaMP)</li> <li>• GMC Professionalism Workshop</li> <li>• Time Management Workshop</li> <li>• Quality Improvement Workshop</li> </ul> |

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| <b>Training - Dental</b> | <b>Clinical Supervisor</b><br><br><b>Educational Supervisor</b><br><br><br><br><br><br><br><br><br><br><b>University Lecturer/Tutor</b> | <p>Supervision of trainees, most likely core trainees.<br/>Completions of WPBA on Turas.</p> <p><b>Lead</b> – Donald Thomson Associate Postgraduate Dental Dean-Core &amp; Speciality Training for dentistry. Contact (via NES) 0131 536 4486 or <a href="mailto:Donald.Thomson@nes.scot.nhs.uk">Donald.Thomson@nes.scot.nhs.uk</a></p> <p>Keen to support SAS who are interested in becoming Educational Supervisors, recognise that SAS are usually embedded in the team and are well placed to support trainees.</p> <p>If you are interested contact your area Core Training Advisor to let them know</p> <p>There are 3 dentally focused train the trainer type courses available on Portal, but the generic train the trainer is also suitable. Equality and Diversity training is mandatory</p> <p>Online training for supervisors can be found here: <a href="https://vimeo.com/180631888">https://vimeo.com/180631888</a> or <a href="http://bit.ly/2c4S6AS">http://bit.ly/2c4S6AS</a></p> <p>For those working in dental schools there may be opportunities to become involved in teaching and supervising BDS students. The above courses would be applicable to this role.</p> |
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### External Duties

| Roles   | Examples   | Useful Links   |
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| <b>Royal College roles</b>                              | <b>SAS Committees</b><br><br><b>Other College Committees</b><br><br><b>Mentorship</b><br><br><b>Other College vacancies</b><br><br><b>Examiner</b> | <b>Contact your Royal College or look at their Website for details.</b>  |
| <b>Health Board Medical Education Directorate roles</b> | <b>Associate Directors of Medical Education</b><br><br><b>Hospital Sub-Deans</b>   | <b>Local Health Board Director of Medical Education - your SAS Education Advisor can advise you how to contact the DME.</b>                                      |
| <b>NHS Education for Scotland (NES) roles</b>           | <b>SAS Education Advisor</b><br><br><b>Associate Postgraduate Dean</b>   | <a href="#">Scotland Deanery website</a><br><br><a href="#">Staff Grade, Associate Specialist &amp; Specialty (SAS) Doctors &amp; Dentists dedicated webpage</a> |

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| <b>BMA roles</b> | <b>Scottish SAS Committee (SSASC)</b> <ul style="list-style-type: none"><li>• <b>Membership</b></li><li>• <b>Committee visitors' scheme</b></li></ul> | <a href="#"><u>BMA SAS Committee</u></a> |
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